## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## FS (and below)

For 4th Quarter 2016 for period ending September 30, 2016

			Cor	nparati	ve Data	1		
<b>Complaint Activity</b>	Pr	evious	Fiscal Y	Year Da	ıta	2016Thru09-30		
	2011	2012	2013	2014	2015	201011111U9-30		
Number of Complaints Filed	147	171	180	150	153	158		
Number of Complainants	134	156	158	141	148	143		
Repeat Filers	9	10	17	7	5	11		

Complaints by Dasis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Race	41	44	47	60	40	34
Color	2	3	1	7	5	3
Religion	3	6	5	1	4	16
Reprisal	76	91	108	91	96	92
Sex	68	71	67	65	57	48
PDA	0	0	1	1	0	0

National Origin	20	18	21	25	24	13
Equal Pay Act	2	0	1	0	1	0
Age	51	48	50	49	45	49
Disability	31	48	58	34	58	55
Genetics	0	0	0	0	0	0
Non-EEO	13	20	12	15	11	10
			Com	parativ	ve Data	l.
Complaints by Issue	Pr	evious l	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	2016Thru09- 30
Appointment/Hire	12	13	12	8	10	5
Assignment of Duties	18	30	46	46	31	27
Awards	5	5	7	5	6	1
Conversion to Full Time/Perm Status	0	1	1	0	0	0
Disciplinary Action						
Demotion	1	1	0	4	0	0
Reprimand	8	6	9	8	28	11
Suspension	7	15	13	12	25	8
Removal	1	4	5	3	4	3
Other	0	0	0	0	0	5
Duty Hours	3	6	1	4	3	2
Perf. Eval./ Appraisal	19	14	26	26	21	25
Examination/Test	0	3	1	2	0	0
Harassment						
Non-Sexual	73	110	111	91	98	103

Sexual	3	9	3	7	4	3
Medical Examination	0	2	1	1	3	1
Pay including overtime	8	6	10	17	10	7
Promotion/Non-Selection	34	29	37	33	51	32
Reassignment						
Denied	1	2	8	11	9	7
Directed	5	4	10	20	8	1
Reasonable Accommodation Disability	15	19	27	15	27	26
Reinstatement	0	0	0	0	1	0
Religious Accommodation	0	0	0	0	0	2
Retirement	2	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	0	1
Telework	0	0	0	0	0	7
Termination	16	7	17	19	12	5
Terms/Conditions of Employment	21	24	72	61	54	28
Time and Attendance	5	18	23	16	29	20
Training	10	9	14	13	19	21
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

				Comp	par	ative I	Data	
<b>Processing Time</b>		Previo	us Fis	scal Y	'eaı	r Data		2016Thru09-
	2011	2012	2	013	2	2014	2015	30
Complaints pending during	g fiscal y	ear						
Average number of days in investigation	214.41	214.6	9 22	7.53	20	)9.69	198.55	202.23
Average number of days in final action	161.20	236.8	4 13	131.64		73.22	101.19	131.90
Complaint pending during	fiscal ye	ar wher	e hea	ring v	vas	reques	sted	
Average number of days in investigation	215.31	202.7	5 22	3.60	20	)5.90	215.82	209.71
Average number of days in final action	85.13	166.3	5 62	2.96	18	39.56	160.00	39.10
Complaint pending during	fiscal ye	ar wher	e hea	ring v	vas	not re	quested	
Average number of days in investigation	213.14	231.6	9 23	3.20	21	15.34	180.09	188.21
Average number of days in final action	228.57	267.5	6 16	5.98	15	52.93	87.13	229.46
				C	om	parat	ive Data	
Complaints Dismissed Agency	d by	Pre	evious	Fisc	al Y	Year D	ata	2016Thru09-
		2011	2012	20	13	2014	2015	30
Total Complaints Dismisse Agency	ed by	24	18	32	2	19	18	16
Average days pending prid dismissal	or to	129	77	15	60	88	95	85
Con	plaints <b>V</b>	Withdr	awn l	by Co	mp	olainai	nts	
Total Complaints Withdra Complainants	wn by	3	9	5	j	8	5	6

						Comp	para	ative l	Dat	a		
Total Final Agency		J	Prev	vious	s Fi	scal Y	ear	Data	l		20167	Γhru09-
Actions Finding Discrimination	20	011	20	12	20	013	20	014	2	015		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	2		0		2		1		3		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	2	100	0	0	2	100	1	100	3	100	0	0
Findings of	Comparative Data											
Discrimination Rendered by Basis		I	Prev	vious	Fis	scal Y	ear	Data	ļ		2016	Γhru09.
Note: Complaints can	2011 2012 2013 2014 2015									015		30
be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	11		6		5		2		3		0	
Race	0	0	1	17	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	4	36	4	67	2	40	1	50	0	0	0	0
Sex	0	0	0	0	1	20	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	18	1	17	2	40	0	0	0	0	0	0
Disability	5	45	1	17	1	20	2	100	3	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	1		0		1		0		3		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	100	0	0	0	0	0	0
Disability	1	100	0	0	0	0	0	0	3	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	10		6		4		2		0		0	
Race	0	0	1	17	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	4	40	4	67	2	50	1	50	0	0	0	0
Sex	0	0	0	0	1	25	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	2	20	1	17	1	25	0	0	0	0	0	0

Disability	4	40	1	17	1		25	2	1	00	0	0	0	0
Genetics	0	0	0	0	0		0	0		0	0	0	0	0
Non-EEO	0	0	0	0	0		0	0		0	0	0	0	0
						C	comp	ar	at	ive I	Data	a		
Findings of Discrimination		]	Pre	viou	ıs F	isc	al Y	ea	r I	Data	l		-	Chru09-
Rendered by Issue	2	2011		201	2	2	013		20	)14	20	)15		30
	#	%	.   1	# 9	<b>6</b>	#	%	7	#	%	#	%	#	%
<b>Total Number Findings</b>	11			5		5			2		3		0	
Appointment/Hire	0	0		O	$\circ$	0	0	(	0	0	0	0	0	0
Assignment of Duties	0	0		$\circ$	$\circ$	0	0	(	О	0	0	0	0	0
Awards	0	0		) (	0	0	0	(	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0		0	0	0	0	(	О	0	0	0	0	0
Disciplinary Action														
Demotion	0	0		) (	$\circ$	0	0		1	50	0	0	0	0
Reprimand	0	0		) (	$\circ$	0	0	(	0	0	0	0	0	0
Suspension	1	9		) (	0	1	20	(	0	0	0	0	0	0
Removal	0	0		) (	0	0	0	(	0	0	0	0	0	0
Other	0	0		) (	$\circ$	0	0	(	0	0	0	0	0	0
Duty Hours	0	0	1	) (	0	0	0	(	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	9		1 1	7	0	0		0	0	0	0	0	0
Examination/Test	0	0		) (	0	0	0	(	0	0	0	0	0	0
Harassment		1								•	<u> </u>			
Non-Sexual	5	45	. 4	4 6	57	1	20		1	50	1	33	0	0
Sexual	0	0		) (C	О	0	0	(	0	0	0	0	0	0
Medical Examination	0	0	1	) (C	0	0	0		О	0	0	0	0	0

Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	20	0	0	0	0	0	0
Reassignment												
Denied	1	9	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	2	18	3	50	0	0	1	50	2	67	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	9	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	2	18	1	17	2	40	0	0	0	0	0	0
Terms/Conditions of Employment	1	9	0	0	1	20	0	0	0	0	0	0
Time and Attendance	0	0	1	17	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	1		0		1		0		3		0	

Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action											•	
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	0	0	0	0	0	0	1	33	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	2	67	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0

Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	1	100	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define		-									-	
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
				1	1		1	1			ı	1
Findings Without Hearing	10		6		4		2		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	1	50	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0

Suspension	1	10	0	0	1	25	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	1	10	1	17	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	4	40	4	67	1	25	1	50	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	1	25	0	0	0	0	0	0
Reassignment												
Denied	1	10	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	2	20	3	50	0	0	1	50	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	1	10	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	2	20	1	17	1	25	0	0	0	0	0	0
Terms/Conditions of Employment	1	10	0	0	1	25	0	0	0	0	0	0
Time and Attendance	0	0	1	17	0	0	0	0	0	0	0	0

Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
		-				Cor	np	arati	ve ]	Data		
Pending Complaints File Previous Fiscal Years by			Pr	Previous Fiscal Year Data						1	2016Thru09-	
Trevious Fiscar Tears by	Jian	13	2011	20	12	2013	2	2014	20	015	30	
Total complaints from previous Fiscal Years		125	14	43	162		196	2	:11	181		
Total Complainants			96	1	16	133		158	1	84 170		
Number complaints pendi	ng											
Investigation			13	1	6	13		13		11		4
ROI issued, pending Complainant's action			0		)	0		2		0	0	
Hearing			71	8	9	109	Ť	154	1	80	152	
Final Agency Action			36	3	7	40		27	19		19	
Appeal with EEOC Office of Federal Operations		11	1	0	14		19		4	25		
						Cor	np	arati	ve ]	Data		
Complaint Investigations			Previous Fiscal Year Data								2016Thru09-	
			2011	20	12	2013	1	2014	20	2015 30		30
Pending Complaints Where Investigations Exceed Requ Time Frames	ired		30	2	25	15		13		13	1	